

MONTEZUMA
Community School District

**MASTER
CONTRACT**

2007-2008

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PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE I

The Montezuma Board of Education, herein and hereafter referred to as the "Board," and the Montezuma Education Association, herein and hereafter referred to as the "Association," recognize that the aim of the public school is to provide a quality education program for children and youth of the school district. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of the students, and the community at large.

For and in consideration of the mutual covenants contained herein, it is agreed as follows:

ARTICLE II

A. Unit

1. The Montezuma Board of Education hereby recognizes the Montezuma Education Association as the certified bargaining representative for all certified personnel as set forth in the P.E.R.B. certification instrument case number 326 issued by the P.E.R.B. on the 15th day of September, 1975.
2. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administration.
3. The unit described in the above certification is as follows:

Included: All certified classroom teachers, librarians and guidance counselors.

Excluded: Superintendent, principals and all non-certified employees.

B. Definitions

1. The term "Board" as used in this agreement, shall mean the Board of Education of the Montezuma Community School District or its duly authorized representatives.
2. The term "Employee" as used in this agreement, shall mean all certified employees represented by this Association in the bargaining unit as defined and certified by the P.E.R.B.
3. The term "Association" as used in this Agreement, shall mean the Montezuma Education Association or its duly authorized representatives.

ARTICLE III

A. Mutual Commitment to Good Faith Negotiations

Good fiat negotiations requires a free and open exchange of views by the parties involved in the negotiations, therefore both parties agree to meet at reasonable times and places to negotiate in a good faith effort to reach agreement in accordance with Chapter 20 of the Iowa Code. During the course of negotiations the parties agree to make proposals and counter proposals.

B. Requests for Meetings

1. The Board and the Association shall meet for the purpose of negotiating and seeking agreement. Requests from the Association for negotiation meetings shall be made in writing to the president of the Board or his designated representative. Requests from the Board shall be made in writing to the president of the Association or his designated representative.
2. Within five (5) days of the date of the request, a mutually convenient time and place for a meeting shall be established. The meeting shall take place no later than ten (10) days following the date of the request. Additional meetings shall be agreed upon by the negotiations representatives as may be necessary to complete an agreement.

C. Negotiation Teams

Neither party in any negotiations shall have control over the selection of the bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with all the necessary power and authority to make proposals, counter proposals and to reach tentative agreement on items being negotiated.

ARTICLE IV

In the event of impasse, the parties agree to follow the statutory procedures in effect at that time.

ARTICLE V

D. Rights and Protection in Representation

The Board, pursuant to chapter 736A of the Code of Iowa and the Public Employment Relations Act of 1974 hereby agrees that every Employee of the Board shall have the right to freely choose to organize, join, and support the Association for the purpose of engaging in negotiations and other concerted activities for mutual aid and protection. The Board and the Association further agree that they will not directly or indirectly discourage, encourage, deprive or coerce any Employee in the enjoyment of any rights conferred by this agreement, laws of Iowa, or the Constitution of Iowa and the United States; that the Board shall not discriminate against any Employee with respect to hours, wages, or terms and conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or preceding under this agreement or laws or otherwise with respect to any terms or conditions of employment.

E. Rights of Employer – Employer Rights

It is expressly understood and agreed that all functions, rights, powers and authority of the Board and Administration of the Montezuma Community School District granted by the Code of Iowa are and will be retained, particularly if part or the whole of this agreement are in conflict with the law.

ARTICLE VI

Grievance Procedure

D. Definitions

4. Grievance

A grievance is a claim by an employer or employee, a group of employees or a group of employers, the Board or the Association that there has been a violation, misinterpretation or misapplication of any provisions of this agreement, or any provision of state law concerning public employees, order or regulation of the Board or its representatives, or of the individual employee contract or supplemental contract. The aggrieved member of the Association or Board shall file in writing the grievance at each level ten (10) days prior to requesting decision on said grievance.

1. Aggrieved Person

An "aggrieved person" is the person or persons making the complaints.

2. Party in Interest

A "party in interest" is the person or persons making the complaint and any person, including the Association or the Board, who might be required to take action, or against whom action might be taken in order to resolve the complaint.

3. Time for Filing

The aggrieved person shall file the written grievance within fifteen (15) school days of the date of occurrence.

A. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees or employers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

B. Procedure

1. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year-End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a minimum of 30 days thereafter.

3. Level One – Principal (Formal)

- (a) The aggrieved person shall meet with her/his principal to resolve the dispute informally. The aggrieved person or

Persons shall submit a statement of grievance signed and dated to the principal and Superintendent. The appropriate principal or immediate supervisor shall indicate his disposition of the grievance in writing within five (5) school days of the presentation of the formal grievance and shall furnish a copy thereof to the Association.

- (b) If the aggrieved person or the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) school days period, the grievance shall be transmitted to level two.

4. Level Two – Superintendent

- (a) The Superintendent or his designee shall meet with the aggrieved person and the Association within five (5) school days of receipt of the grievance. Within ten (10) school days of receipt of the grievance the Superintendent or his designee shall indicate his disposition of the grievance in writing and shall furnish a copy thereof to the Association.
- (b) If the aggrieved person or the association is not satisfied with the disposition of the grievance by the Superintendent or his designee, or if no disposition has been made within the ten (10) school days of receipt of said grievance the aggrieved person or the Association may transmit the grievance to the Board by filing a written copy thereof with the secretary or other designee of the Board.

5. Level Three – Board of Education

The Board, no later than its next regular meeting or ten (10) school days, whichever is earlier, shall meet with the aggrieved person and/or the Association on the grievance. Disposition of the grievance shall be made in writing by the Board no later than seven (7) school days after said meeting. A copy of such disposition shall be furnished to the Association.

6. Level Four – Arbitration

- (a) If the Association or Board determines that the grievance is meritorious it may submit the grievance to arbitration within five (5) school days.
- (b) Within ten (10) school days after written notice to the Board of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall

obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a written request for a list of arbitrators shall be made to the Public Employment Relations Board (PER Board) by either party. The list shall consist of three arbitrators and the parties shall determine by lot which party shall have the right to remove the first name this list. The party having the right to remove the first name shall do so within two (2) school days, and the other party shall have one (1) additional school day to remove one of the two remaining names. The person whose name remains shall be the arbitrator.

- (c) The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than fifteen (15) school days from the date of the close of the hearing or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decisions which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
- (d) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

C. Miscellaneous

Group Grievance

1. If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level One. The Association may process such a grievance through all levels of the grievance procedure.

2. Written Decisions

All grievances and decisions rendered at Levels One through Three of the grievance procedure shall be in writing setting forth the complaint, the decision, and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Board and Association. Decisions rendered at Level Four shall be in accordance with the procedures set forth in the Section on Arbitration.

ARTICLE VII

Association Rights

A. Access to Members

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

B. Information

The Board agrees to furnish the Association such information as may be deemed necessary for negotiation purposes. Also, the Association agrees to provide the Board with information which may be deemed necessary for negotiation purposes.

C. Association president or appointed representation will be allowed 2 days each school year, taken in ¼ day increments to conduct association business.

ARTICLE VIII

Payroll Deductions

A. Upon appropriate written authorization from the Employee, the Board shall deduct from the salary of any Employee, programs which are jointly approved by the Association and the Board.

1. Dues deducted from Employee salaries shall be paid to the local education association treasurer.

ARTICLE IX

Wages and Salaries

C. Schedule

1. The salary of each Employee covered by the regular salary schedule is set forth in Schedule 1, which is attached hereto and made a part thereof.
2. Extra-Curricular pay is part of Schedule 2.

D. Placement on Salary Schedule

1. Adjustments to Salary Schedule

Prior teaching experience will be evaluated by the superintendent who will recommend schedule placement to be approved by the Board of Directors. Additional experience credit maybe given at the discretion of the superintendent. Due to salary schedule structure changes, years of experience do not equal the number of years the employee has taught.

2. Returning to the District

Hereafter, any Employee with previous teaching experience in the Montezuma Community School District shall upon returning to the system receive full credit on the salary schedule for all teaching experience in Montezuma. However, the returning employee will be placed on the schedule at the same step and lane with current employees with comparable experience in the District.

3. New Hires

New teachers may be hired at the BA step one or two level, at the Board's discretion.

E. Advancement on Salary Schedule

1. Increments

Employees on the regular salary schedule shall be granted one horizontal or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of employment in the Montezuma Community School District for ninety (90) consecutive teaching days or more in one school year.

2. Educational Lanes

- (a) Teachers may advance one step horizontally or one step vertically on the salary schedule in any given year.

- (b) For an Employee to advance from one educational lane to another, he shall file suitable evidence of additional educational credit with the Superintendent no later than September 1st of each year.
- (c) To attain the classification BA+15 and BA+30, the semester hours shall be graduate hours approved by the Superintendent. All hours shall have been earned after the BA was earned. MA degree must be in the teaching field for horizontal advancement on the salary schedule. Courses taken for salary schedule advancement shall be outline as courses necessary for degree accomplishment in teaching filed and approved by the Superintendent.
- (d) Teachers may go across and down the salary schedule lanes in the same year.

3. Career Increment

Upon reaching the top of any lane, the teacher will receive the base raise plus twenty five percent of the base raise.

F. Method of Payment

1. Pay Periods

Each Employee shall be paid in twelve (12) equal installments on the 25th of each month except for the June check which will be issued on June 15th. Automatic check deposit will be available for those wanting that service.

2. Exceptions

When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.

3. Summer Checks

Summer checks shall be mailed to the address designated by the Employee or deposited at the designated local bank.

G. Continuing Education Requirement

- 1. All teachers who have attained the classification BA, BA+15, or BA+30 shall be required to gain at least 6 hours credit in a five year period. (certificate renewal).

A. Substitute Teachers

Substitute teachers who serve in the same assignment for ten (10) consecutive days shall receive the per diem rate of the base step one for each day, retroactive to the first day of service in that assignment.

ARTICLE X

Supplemental Pay

A. Extra-Curricular Activities

1. Approved Activities

The Board and the Association agree that the extra-curricular activities listed in Schedule Two are official school-sponsored activities covered by school insurance.

2. Ticket Taking and Selling

Staff member who take or sell tickets will receive a pass for their family to that season's athletic events. (fall or winter)

B. Expenses of Travelling Employees

Employees who may be requested to use their own automobiles in the performance of their duties shall be reimbursed for all such travel at the rate of twenty (30) cents per mile.

C. Bus Driving to School Activities

Employees under this agreement shall be paid twenty dollars (\$20.00) for driving a bus to school activities if the activity is beyond five (5) miles. The Employee/driver must present an itemized list of driving each semester to the Superintendent for payment.

D. Physical Examinations

The District will reimburse physical costs beyond what health insurance pays for all employees.

ARTICLE XI

Insurance

- A. The District will pay \$832 towards health insurance, or health insurance and annuity or cash. Those not taking health insurance will receive the difference between \$832 and the lowest deductible insurance plan offered.
- B. Section 125

The Board shall provide the option of paying health insurance premiums with pre-tax monies (i.e., a Section 125 Plan IRS).

ARTICLE XII

Leave of Absence

A. Sick Leave

- 1. A full-time teacher shall be credited with:
 - 1st year of employment: 10 days
 - 2nd year of employment: 11 days
 - 3rd year of employment: 12 days
 - 4th year of employment: 13 days
 - 5th year of employment: 14 days
- 2. A part-time teacher shall be credited with sick leave for each academic year, the length of each day of leave to be equal to the length of the part-time teacher's contracted work day. In the event of personal illness or injury, the Employee will continue to receive pay at his/her regular rate until his/her sick leave is exhausted.
- 3. Unused sick leave days may accumulate to a maximum of 105 days of sick leave per teacher.
- 4. Sick leave with pay shall be allowed whenever a teacher's absence is found to have been due to personal illness which prevented the teacher's attendance at school and performance of duties on that day or days. Up to ten (10) days of sick leave per year may be used for illness of an Employee's spouse, child, parent, father-in-law, mother-in-law, grandfather or grandmother. At the discretion of the Superintendent these days may also be used for illness of other members of the immediate household.

5. The Board may require a teacher to furnish a medical certificate from a qualified physician as evidence of illness, indicating such absence was due to illness, in order to qualify for sick leave pay. However, the final determination as to the eligibility of a teacher for sick leave is reserved to the school district.
6. Sick leave pay shall be approved only upon submission of a signed request upon the authorized sick leave pay request form available at the office.
7. Employees will have the right to view their personal record of sick leave at the end of each school year.

B. Extended Leave

An Employee who is unable to work because of personal illness or disability; or illness, disability or death of a member of his immediate family, and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability, up to one year.

C. Personal Leave

1. All teachers shall be granted three days leave per school year. These days shall be used primarily for the purpose of transacting necessary business which requires the teacher's personal attention and which cannot be attended to during non-school hours.
Personal leave days shall not be granted for situations which are covered under other sections of this agreement. The employee may choose to be paid up to \$75 a day for up to three unused personal days.
2. Requests for personal leave must be made in writing to the Superintendent at least three days in advance, except in the event of emergencies. Personal leave shall be granted at the end or beginning of vacation days if deemed appropriate by the administration. At no time shall more than three staff members K-6 and three staff members 7-12 may be gone on the same day.

G. Jury Duty

Any Employee who is required to testify in any judicial or administrative proceeding, or who shall be asked to testify in any arbitration matter, shall be provided such time. Any fees or remuneration the Employee received during such leave shall be turned over to the Montezuma Community School District.

H. Bereavement

Bereavement shall be granted at the discretion of the Superintendent up to five (5) days in the event of death of an Employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandfather, grandmother, and any other member of the immediate household. Employees shall be granted bereavement leave in the event of death of a friend or relative outside the Employee's immediate family at the discretion of the Superintendent.

I. Family Medical Leave

Employees are entitled to family medical leave to the same extent and subject to the same provisions and conditions set forth in the Family Medical Leave Act of 1993, and the regulations issued implementing the same. No provision of the act is diminished by the inclusion of this provision in the contract nor are the current family or medical leave provisions of this contract diminished by the inclusion of this provision in this contract.

J. Short Term Leaves

The Superintendent in his or her sole discretion may grant other short term leaves without pay in extraordinary circumstances.

ARTICLE XIII

Fair Dismissal

No Employee shall be dismissed, reduced in rank, compensation, suffer loss of any terms or conditions of employment, or otherwise be deprived of any professional advantage or other employment benefit, without just cause and without notice of his right to a fair and impartial hearing; such notice to include the reasons for such action. The Employee shall be accorded all the procedural safeguards related to such a hearing, including the right to prepare defense, to present and cross-examine witnesses, and to be represented by legal and Association representation.

ARTICLE XIV

Resignation

Any teacher who requests and is allowed to resign his or her position after June 5th will:

Write a check to cover the costs of securing a replacement up to maximum of \$500.00. No resignation shall be accepted after June 25, unless recommended by the Administration and allowed by the Board.

ARTICLE XV

Seniority Provisions

- A. All qualified employees shall have the right to make written application of any vacancies that may occur and no position shall be filled until all properly submitted applications have been considered. The Board agrees to give due consideration to the professional background and attainments of all applicants and other relevant factors. In filling such vacancies, due consideration shall be given to qualified employees already employed by the Board, and, when all other factors are substantially equal, length of time in the Montezuma Community School District shall be one of the deciding factors. Each applicant shall be notified of acceptance or rejection.
- B. No Employee shall be involuntarily transferred to another position if the vacancy can be filled with a voluntary transfer. If an involuntary transfer is necessary, it shall be done on the basis of seniority and licensure, with the least senior, appropriately licensed Employee being transferred. Transfer is defined as a move from one grade to another grade at the K-6 level or to a different position at the 7-12 level.

ARTICLE XVI

Staff Reduction

A. General Provisions

- 1. At times it may be necessary to reduce staff. Terminations or demotions shall only be considered in the event that the necessary reduction in staff cannot be adequately accomplished by natural attrition. Staff members whose jobs are to be eliminated shall be considered for in-system transfer for available positions for which they are certified and qualified.

2. Termination or demotion decisions shall be made by the Board on the basis of relative skill, ability, competence, and qualifications of available teachers to do the work. If a choice must be made between two or more teachers of what the Board considers to be equal skill, ability, competence and qualifications to do the available work, the following priorities shall be as follows:
 - (a) Those teachers in the school district within the affected area and/or reduction category with emergency or temporary certification shall be terminated first.
 - (b) Next, fully certified teachers in the affected area and/or reduction category and with the fewest years of experience in the local district shall be terminated.
 - (c) Finally in those situations where years of local experience is the same, the person with the least number of credit hours of college or university training beyond the bachelor's degree level shall be terminated.

E. Staff reduction procedures shall be within K-6 and 7-12 grade levels and within department areas where applicable. Special service areas shall be considered separately.

F. Recall

1. A teacher who is terminated for reasons of staff reduction shall have recall rights for any position which becomes available and for which he or she is certified and for which the Board feels he or she is qualified. Such rights shall exist for a period of one year after the date of reduction unless specifically waived in writing. Persons shall be considered for recall in reverse order of their termination.
2. When notified of recall, a teacher must report to the Board within fifteen (15) calendar days after notification in writing is sent to his or her last known address.

ARTICLE XVII

Pupil Discipline

- A. Student control and discipline are very important and an integral part of our educational system. Therefore, the faculty of the Montezuma Community School shall maintain exacting control of the students of this school.

- B. The Board of Education and the Administration support and encourage firm and just control of all students, but more specifically, those who are disruptive, insubordinate, or in any other way detract from the educational atmosphere which shall prevail in order that the students who desire an education can learn most effectively.

C. Guidelines will be established by principals.

ARTICLE XVIII

Additional Personnel Policies and Practices

A. Early Dismissal

Early dismissals shall be scheduled for two days at the close of each quarterly grading period. The dismissals shall be at 2:30 p.m.

B. Written Complaints

When a written signed complaint is received by the District, the teacher will receive a copy of the complaint and have an opportunity to respond.

ARTICLE XIX

Work Day

- A. The workday shall be from 8:00 AM to 4:00 PM. On Fridays and days preceding holidays or vacations, the workday shall end at the close of the students' day.

ARTICLE XX

Compliance Clauses and Duration

A. Compliance Between Individual Contracts and Comprehensive Agreement

Any individual contract between the Board and an individual Employee, thereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement and in the form set forth in Schedule 1 – Employee Contract. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling. Each individual Employee contract

when tendered to the Employee shall be signed by the President of the Board or Superintendent and shall incorporate by written reference the terms and provisions of this agreement.

B. General Savings Clause

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by this Agreement, as established by the rules, regulations, procedures and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement.

A. Separability

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that Article, section or clause shall be deleted from this Agreement to the extent that it violates the law. All other provisions will remain in force.

B. Notices

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall serve written notification to the other party as follows:

1. If by Association, to Board - % Board President or Superintendent.
2. If by Board, to Association - % Association President.

C. Duration Period

1. This Agreement shall be effective as of the first day of the school year and shall continue in effect until the last day of the school year. The salary schedule included in the contract will cover the 2007-08 school year as will individual contracts.
2. This Agreement shall automatically continue in force and effect for equivalent periods, except as may be amended, modified or substituted under the procedures set form in Article III: Procedure for Negotiations.

F. Signature Clause

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereof, all on the _____ day of _____, 2007.

Association

Board of Education

By _____
Its President

By _____
Its President

SCHEDULE 1
MONTEZUMA COMMUNITY SCHOOL DISTRICT
SALARY SCHEDULE 2007-2008

STEP	BA	BA+15	BA+30	MA	MA+15
1	26,525	27,525	28,025	28,525	29,525
2	27,025	28,025	28,525	29,025	30,025
3	27,525	28,525	29,025	29,525	30,525
4	28,025	29,025	29,525	30,025	31,025
5	28,525	29,525	30,025	30,525	31,525
6	29,025	30,025	30,525	31,025	32,025
7	29,525	30,525	31,025	31,525	32,525
8	30,025	31,025	31,525	32,025	33,025
9	30,525	31,525	32,025	32,525	33,525
10	31,025	32,025	32,525	33,025	34,025
11	31,525	32,525	33,025	33,525	34,525
12	32,025	33,025	33,525	34,025	35,025
13	32,525	33,525	34,025	34,525	35,525
14		34,025	34,525	35,025	36,025
15		34,525	35,025	35,525	36,525
16		35,025	35,525	36,025	37,025
17		35,525	36,025	36,525	37,525
18		36,025	36,525	37,025	38,025
19			37,025	37,525	38,525
20			37,525	38,025	39,025
21				38,525	39,525
22				39,025	40,025
23				39,525	40,525

ADD ONE STEP TO THE B.A., B.A.+15, B.A.+30, M.A., AND M.A.+15 FOR FIVE YEARS. THESE STEP ADDITIONS COMMENCED WITH THE 1987-88 SCHOOL YEAR AND WERE COMPLETED IN THE 1991-92 YEAR.

\$500 PER STEP
\$500 PER STEP

B.A., B.A.+15 & B.A.+30
M.A. & M.A.+15

\$500 BETWEEN LANES
\$1000 BETWEEN LANES

B.A.+15 & B.A.+30 B.A.+30 & M.A.
B.A. & B.A.+15 M.A. & M.A.+15

**SCHEDULE 2
EXTRA-CURRICULAR PAY SCALE
(PERCENTAGE OF B.A. LANE & STEP ONLY)**

Activity	Percentage
HS Head Coach (foot., bask., wrest., base., soft., volley)	11%
HS Asst. Coach (football (2), bask., wrest., volley)	7%
HS Head Track	7%
HS Asst. Track	4%
HS Cross Country (B&G) (4.5% each)	9%
HS Golf (B&G) (4.5% each)	9%
JH Head (foot., bask., wrest., soft., volley)	6%
JH Asst.	4%
JH Head Track	3%
HS Band Director	11%
HS Vocal Director	9%
Asst. Inst. Music	4%
Musicals (All HS)	4%
Musical Asst.	3%
HS Plays (each three act)	5%
Speech (2)	5%
Annual	9%
Blue & White	7%
Cheerleading (Sponsor)	11%*
Drill Team	5%
Banquets (home ec. teacher) (each banquet)	1%
Head Jr. Class Sponsor	5%
FFA	9%
FCCLA	9%
Summer band lessons	9%
Winterguard coach	
Summer recreation director	

**If Cheer Coach is a full time employee of the Montezuma district.*